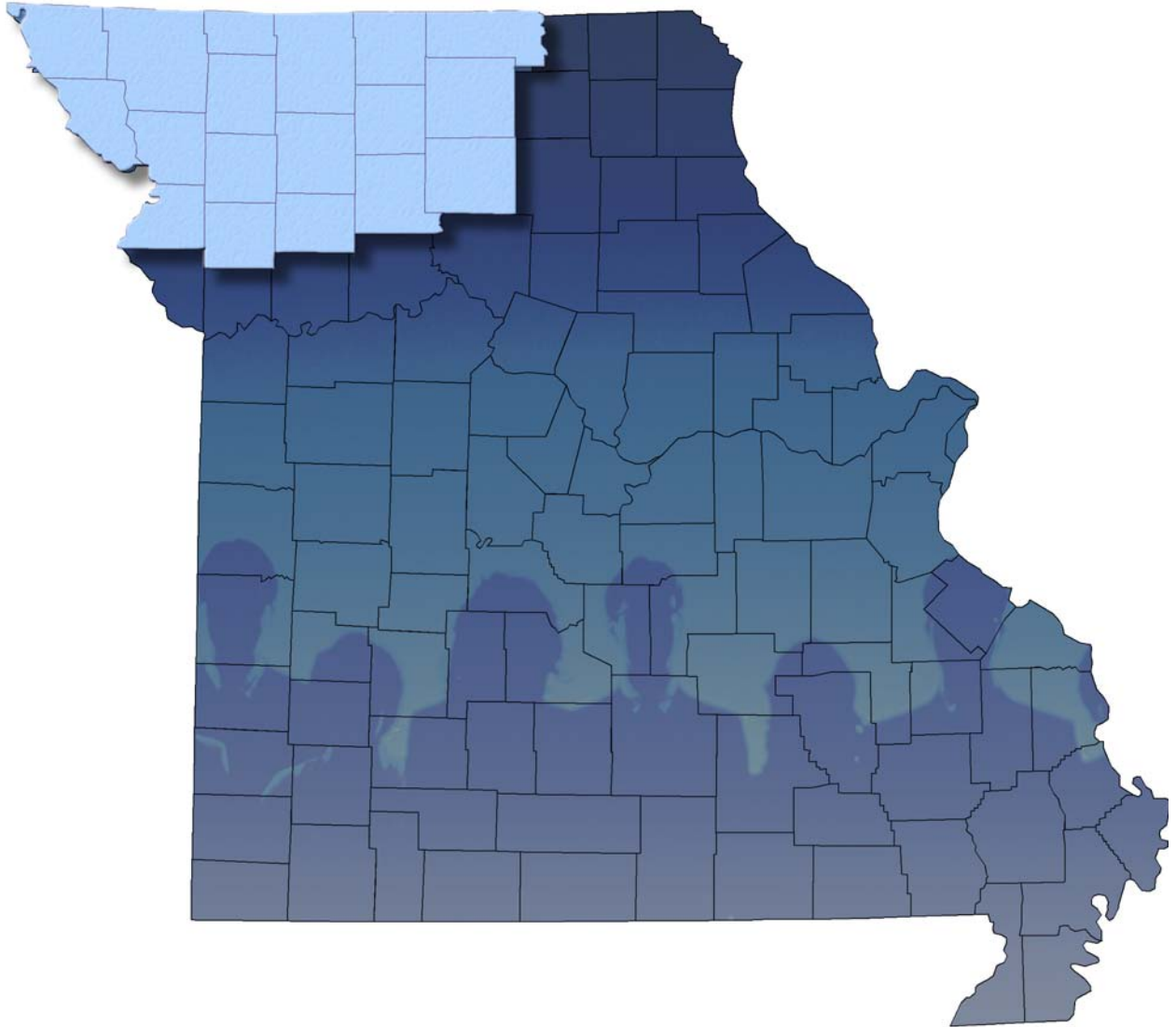


Missouri

Workforce Gap Analysis: Needs Assessment



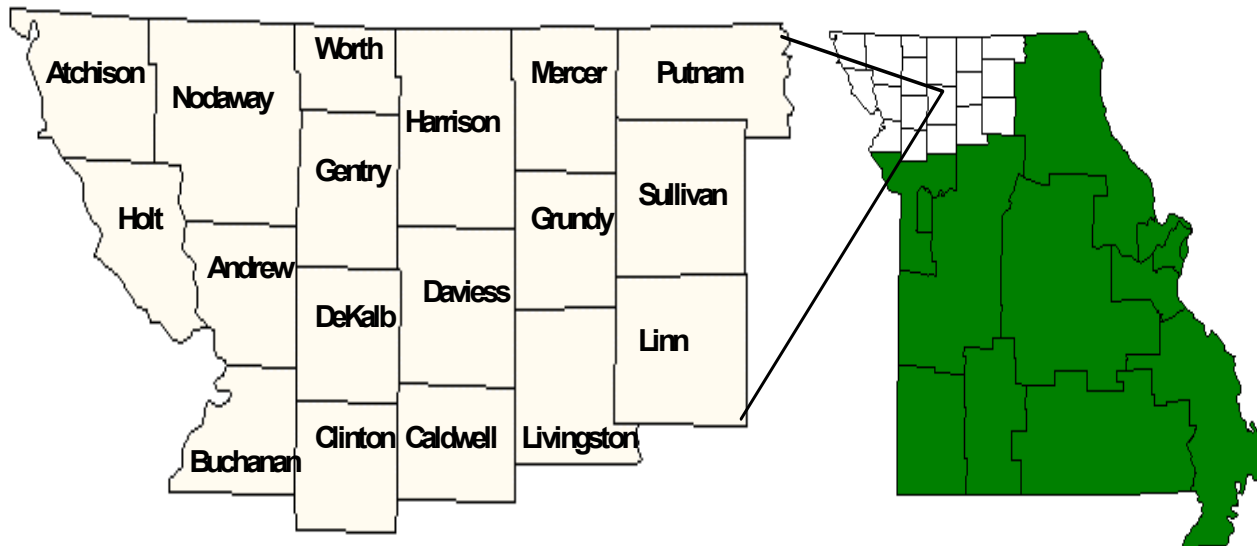
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Northwest Workforce Investment Area

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MISSOURI DEPARTMENT OF ECONOMIC DEVELOPMENT
MERIC
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The Northwest WIA Region



The Northwest Region Workforce Investment Area (WIA) consists of eighteen counties in northwest Missouri. The area takes in all of western Missouri north of the Kansas City area and stretches almost two-thirds of the way across the state to the east. Buchanan, Andrew, and DeKalb Counties make up the Missouri portion of the St. Joseph MO-KS Metropolitan Statistical Area (MSA).

The region also includes the Maryville Micropolitan Statistical Area (Nodaway County). Clinton and Caldwell Counties are a part of the Kansas City MSA. The Northwest WIA accounts for 3.5% of the state's workforce. Northwest Missouri State University, Missouri Western State College and North Central Missouri College offer an array of educational opportunities.

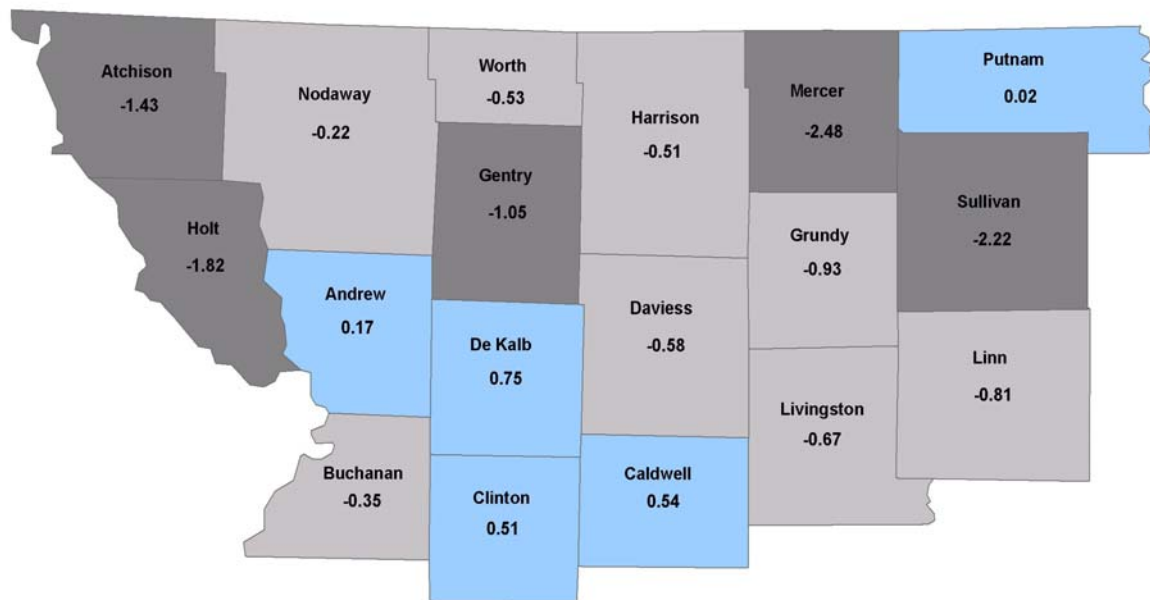
The Workforce Gap Analysis Needs Assessment for the Northwest WIA shows that:

- Five of the eighteen counties in the Northwest WIA have above average economic momentum. Thirteen of the eighteen counties in the region have below average economic momentum.
- In the Northwest WIA, six counties have higher unemployment rates than both the state (5.8%) and national averages (5.7%) in July of 2004.
- Poverty was higher in the Northwest WIA (12.7%) than the Missouri average (11.74%) in 2000. Poverty is particularly pervasive in the very eastern part of the region.
- The percentage of Northwest region workers earning a salary meeting the self-sufficiency standard is 69.15% for an adult with an infant, 49.69% for an adult with two children, 27.07% for two adults with two infants, and 16.10% for two adults with three children.
- The largest employing industries in the Northwest WIA include: retail, farming, and local government. The fastest growing industries in the region include: oil/gas extraction, social assistance, and motion picture/sound recording. The highest paying industries in the Northwest WIA include: pipeline transportation, beverage/tobacco manufacturing, and federal civilian government.
- Occupations with the largest number of annual openings include: retail sales workers, cashiers, and food preparation/serving workers. These occupations have many openings each year, but most pay less than \$15,000/year.
- Northwest workers laid off due to lack of work seem to increasingly gain 100% of their pre-layoff wage over a time period of six quarters. Northwest workers laid off due to being fired or quitting however seem to earn at least 90% of their pre-layoff earnings after over a year's time.
- Top new businesses formed in the Northwest region in 2003 were in the retail trade, construction, and accommodation/food services sectors.
- A significant number of workers in Caldwell County commute 34 to 48 minutes to work, indicating that many Caldwell residents work outside the county.
- The Healthcare & Social Assistance sector has over 16% of its workforce over the age of 55. This means that in ten years this sector may potentially have problems finding enough qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector.

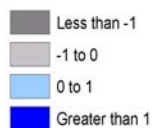
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What is Economic Momentum?

The Economic Momentum of an area is based on growth in employment, population, and income. An index score of “0” means that the county grew at the same rate as the state. The index thereby indicates areas of strong and weak economic momentum.



Economic Momentum



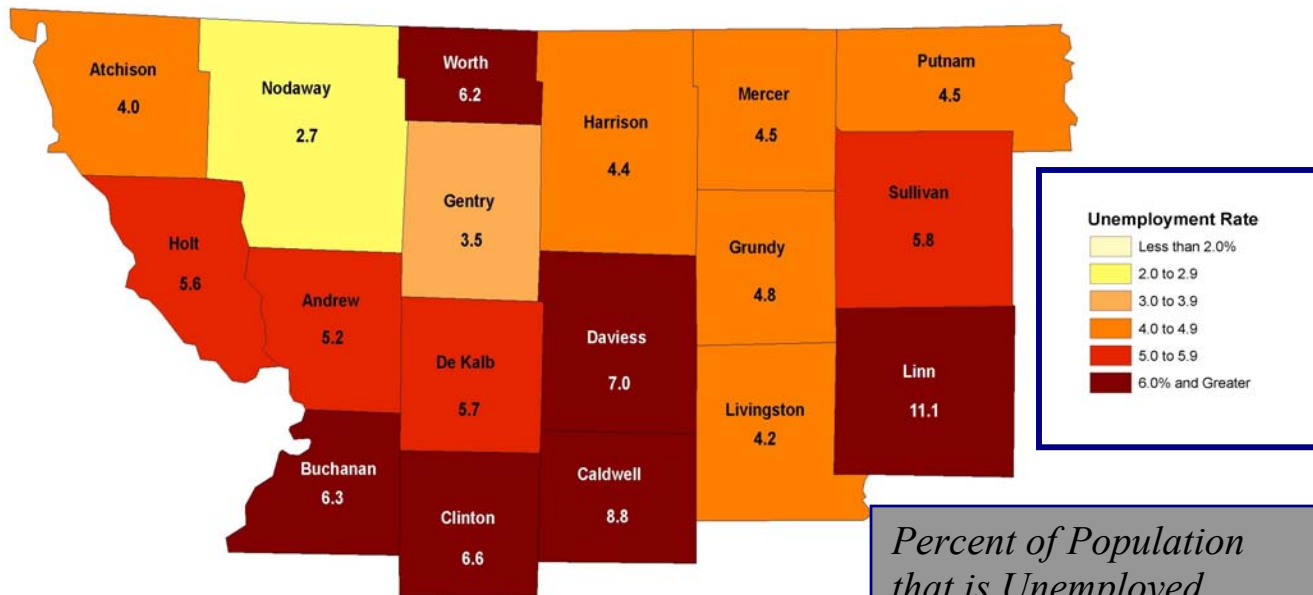
Counties with Notable Economic Momentum

- Within the Northwest region, Atchison, Holt, Gentry, Mercer, and Sullivan counties each had less than 0 on the Momentum Index.
- DeKalb County had the highest Momentum Index score of .75 when compared to the rest of the region.

Source: MERIC, U.S. Bureau of Labor Statistics, U.S. Census Bureau, & U.S. Bureau of Economic Analysis

Workers Without Jobs

The unemployed population is defined as those who are over the age of 16 who were not working and were available for work. The unemployment rate is measured by calculating the number of unemployed persons as a percentage of the total labor force.



Percent of Population that is Unemployed

- The July 2004 unemployment rate for Missouri was 5.8% and 5.7% for the nation.
- In the Northwest WIA, six counties have higher unemployment rates than both the state and national averages.
- Across the region, unemployment rates decreased from 6.0% to 5.7% from July 2003 to 2004. Sullivan County had the largest decrease in unemployment.

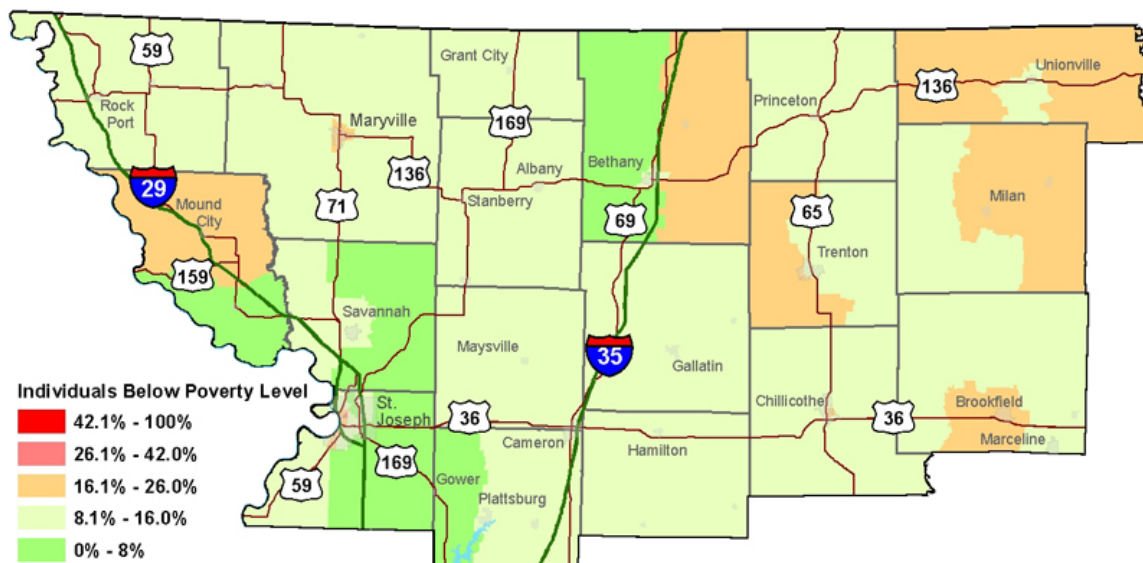
Source: MERIC, with U.S. Bureau of Labor Statistics

Area	Jul-04				Jul-03
	Labor Force	Employment	Unemployment	Rate	Rate
Andrew	9,023	8,554	469	5.20%	5.00%
Atchison	2,911	2,794	117	4.00%	4.70%
Buchanan	44,307	41,513	2,794	6.30%	5.80%
Caldwell	3,078	2,806	272	8.80%	9.60%
Clinton	10,246	9,573	673	6.60%	6.00%
Daviess	3,182	2,960	222	7.00%	7.80%
DeKalb	4,793	4,518	275	5.70%	6.20%
Gentry	3,590	3,463	127	3.50%	4.20%
Grundy	4,572	4,353	219	4.80%	6.30%
Harrison	4,045	3,869	176	4.40%	4.10%
Holt	2,345	2,213	132	5.60%	6.50%
Linn	6,340	5,634	706	11.10%	13.20%
Livingston	6,907	6,619	288	4.20%	5.10%
Mercer	1,343	1,282	61	4.50%	5.40%
Nodaway	12,926	12,582	344	2.70%	2.80%
Putnam	1,903	1,818	85	4.50%	5.80%
Sullivan	3,004	2,831	173	5.80%	10.90%
Worth	822	771	51	6.20%	5.60%

Regional Poverty

Department of
Economic Development

The poverty rate for a region is measured by the percentage of adults considered to be in poverty. The standards for poverty are set by the Federal government.



This mapping data is based on block-group level estimates from the census long form, which an average of 1 out of 6 households received. The maps should be used to reveal demographic patterns, not pinpoint exact block group values.

Percent of Population in Poverty

- The percentage of the total Northwest WIA region population that was categorized as being in a state of poverty was 12.7% in 2000.
- The overall Missouri poverty rate for the same time period was 11.74%, lower than the rate for the Northwest WIA region.

What do these numbers mean?

- Individuals in the Northwest WIA region may have lower wages and annual incomes than the rest of the state.
- Poverty is particularly pervasive in the northeast part of the region.

Source: MERIC, using U.S. Census Data

Necessary Wages for Essential Needs

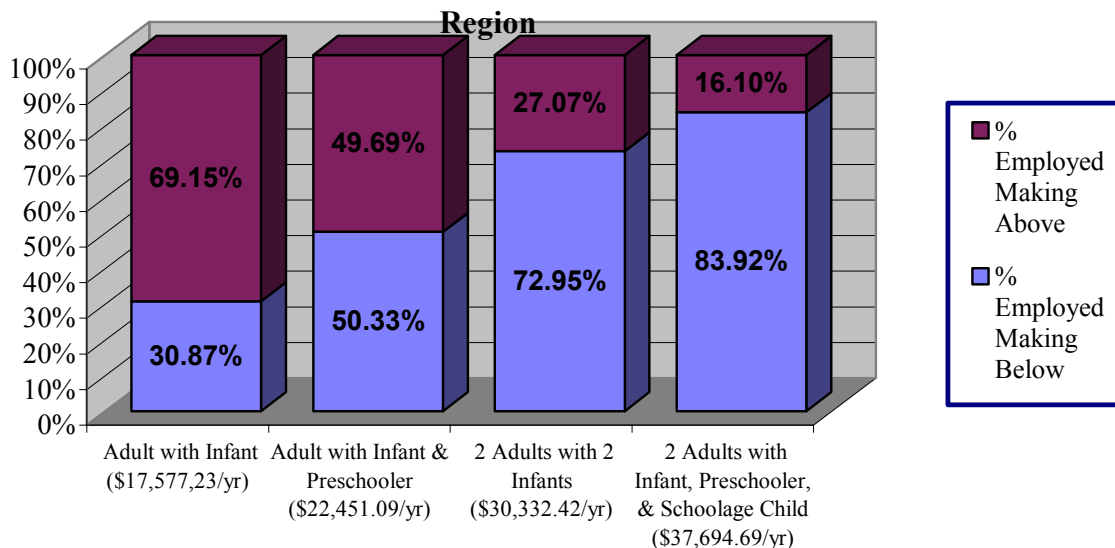
The Self-Sufficiency Standard for Missouri charts the actual costs of living and working in the region. It measures how much income a family needs to pay for housing, food, childcare, healthcare, transportation and taxes-if they do not receive any help from relatives, friends or the government-based on the ages, as well as number, of children in each household, and the family's geographic location.

Self-Sufficiency Standard for the Northwest Region						
County	Adult** Annual	Adult with Infant** Annual	Adult with Infant and Preschooler** Annual	2 Adults** Annual	2 Adults with 2 Infants** Annual	2 Adults with Infant, Preschooler and Schoolage child** Annual
Andrew County	\$12,268.32	\$16,195.08	\$19,528.32	\$19,994.28	\$26,847.24	\$33,916.80
Atchison County	\$11,862.84	\$17,331.72	\$22,551.36	\$19,566.48	\$30,419.40	\$38,570.64
Buchanan County	\$12,352.68	\$18,912.12	\$25,329.24	\$20,261.16	\$32,971.44	\$42,296.40
Caldwell County	\$11,887.92	\$18,986.88	\$23,601.60	\$19,582.92	\$33,970.92	\$37,318.44
Clinton County	\$17,116.56	\$24,254.64	\$30,892.32	\$24,899.28	\$37,348.08	\$48,207.96
Daviess County	\$11,827.80	\$17,301.24	\$21,910.80	\$19,500.24	\$30,360.60	\$36,659.16
Dekalb County	\$11,832.84	\$16,892.52	\$21,921.24	\$19,509.72	\$29,460.60	\$35,606.52
Gentry County	\$11,832.84	\$17,280.60	\$22,488.12	\$19,509.72	\$30,313.32	\$38,458.56
Grundy County	\$11,832.84	\$17,309.76	\$21,921.24	\$19,509.72	\$30,377.52	\$36,677.76
Harrison County	\$11,817.84	\$17,076.12	\$22,278.00	\$19,481.52	\$29,868.72	\$39,313.56
Holt County	\$11,862.84	\$18,826.56	\$26,123.76	\$19,566.48	\$34,034.52	\$40,829.76
Linn County	\$11,200.44	\$15,903.60	\$19,873.32	\$18,346.08	\$27,154.56	\$34,557.60
Livingston County	\$11,832.84	\$16,912.56	\$21,648.00	\$19,509.72	\$29,481.72	\$38,437.80
Mercer County	\$11,822.88	\$14,943.12	\$17,674.80	\$19,491.00	\$24,596.28	\$31,225.32
Nodaway County	\$12,404.64	\$17,768.28	\$22,353.84	\$20,092.92	\$30,981.48	\$37,077.00
Putnam County	\$11,858.40	\$17,373.72	\$22,376.76	\$19,573.32	\$30,484.44	\$36,908.16
Sullivan County	\$11,863.32	\$16,566.48	\$20,429.40	\$19,582.80	\$28,652.52	\$34,807.32
Worth County	\$11,867.88	\$16,555.08	\$21,217.56	\$19,575.96	\$28,660.20	\$37,635.72
Average	\$12,185.87	\$17,577.23	\$22,451.09	\$19,864.07	\$30,332.42	\$37,694.69

Source: MERIC

**Original report by Diana Pearce, Ph..D. with Jennifer Brooks.

% of Workers Earning the Self-Sufficiency Wage in the Northwest



Regional Industry Overview

Department of
Economic Development

Top Employing Industries

The largest employing industries in the Northwest WIA include: *retail, farming, local government, food services, and state government.*

In terms of national competitiveness, the retail trade, wholesale trade, and farm sectors are most competitive while the nursing/residential care sector is the least competitive.

NORTHWEST WIA - TOP EMPLOYING INDUSTRIES

INDUSTRY - NAICS	JOB	PCT CHG	AVERAGE	US COMPETITIVENESS	
	2002.00	2002-2012	WAGE	LQ	CHANGE
Retail Trade	20,694	3.21	\$13,687	1.04	0.01
Farm	19,646	(8.90)	\$3,461	5.99	0.44
Local Government	16,703	2.20	\$29,551	1.15	(0.04)
Food Services & Drinking Places	10,046	7.08	\$8,471	1.02	(0.01)
State Government	9,946	2.39	\$29,551	1.82	(0.06)
Construction	9,767	(1.54)	\$20,085	0.94	(0.00)
Administrative & Support Services	5,644	9.61	\$12,343	0.56	(0.03)
Wholesale Trade	5,620	(3.50)	\$26,923	0.84	0.01
Nursing & Residential Care Facilities	5,372	17.04	\$14,698	1.71	(0.05)
Hospitals	4,441	(2.03)	\$32,104	0.94	(0.03)

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

Top Employers in Northwest WIA by Employees

Company	Description	NAICS
HEARTLAND HEALTH SYSTEM	GENERAL MEDICAL & SURGICAL HOSPITALS	62211002
HEARTLAND REGIONAL MEDICAL CTR	GENERAL MEDICAL & SURGICAL HOSPITALS	62211002
AEGIS COMMUNICATIONS GROUP	OTHER MANAGEMENT CONSULTING SVCS	54161814
ALTEC INDUSTRIES INC	CONSTRUCTION MACHINERY MFG	33312008
AMERICAN FAMILY INSURANCE	INSURANCE AGENCIES & BROKERAGES	52421001
BOEHRINGER INGELHEIM VETMEDICA	OTHER ANIMAL FOOD MFG	31111901
CORRECTIONS DEPT	CORRECTIONAL INSTITUTIONS	92214002
LESCHEN WIRE ROPE CO	OTHER FABRICATED WIRE PROD MFG	33261804
MEAD PRODUCTS	STATIONERY & RELATED PROD MFG	32223303
MISSOURI WESTERN STATE COLLEGE	COLLEGES & UNIVERSITIES	61131009
ST JOSEPH FOODS	MARKETING CONSULTING SVCS	54161303
UNION WIRE ROPE CO	OTHER COMMUNICATION & ENERGY WIRE MFG	33592903
WESTERN RECEPTION DIAGNOSTIC	LEGISLATIVE BODIES	92112008
WIRE ROPE CORP OF AMERICA INC	ROPE, CORDAGE, & TWINE MILLS	31499101
WIRECO	METAL MERCHANT WHOLS	42351043
WESTERN MISSOURI CORRECTIONAL	CORRECTIONAL INSTITUTIONS	92214002
TRENTON HOME FOODS INC	MEAT PROCESSED FROM CARCASSES	31161207
WALSWORTH PUBLISHING CO	BOOKS PRINTING	32311703
EVEREADY BATTERY CO INC	ELECTRIC EQUIP & WIRING MERCHANT WHOLS	42361002
CON AGRA FROZEN FOODS	POULTRY PROCESSING	31161501
PREMIUM STANDARD FARMS	ANIMAL, EXCEPT POULTRY, SLAUGHTERING	31161103

Fast Growing Industries

The fastest growing industries in the Northwest WIA include: *oil/gas extraction, social assistance, motion picture/sound recording, and leather manufacturing.*

Some of the fast growing industries have low employment bases, pay lower wages, and are not nationally competitive. However, the leather manufacturing industry pays above average wages and is one of the area's most nationally competitive industries.

NORTHWEST WIA - TOP GROWING INDUSTRIES

INDUSTRY - NAICS	JOB	PCT CHG	AVERAGE	US COMPETITIVENESS	
	2002.00	2002-2012	WAGE	LQ	CHANGE
Oil & Gas Extraction	207	71.13	\$300	0.58	1.03
Social Assistance	3,720	29.27	\$8,621	1.18	0.06
Motion Picture & Sound Recording	172	27.67	\$8,471	0.36	0.03
Leather Mfg	97	26.61	\$23,285	1.38	0.55
Computer & Electronic Mfg	2	25.31	\$17,825	0.00	0.00
Rental & Leasing Services	1,051	24.10	\$10,557	1.11	0.09
Waste & Remediation Services	291	22.87	\$15,520	0.76	0.00
Internet & Data Processing Services	168	20.33	\$22,704	0.26	(0.01)
Educational Services	1,312	19.53	\$14,871	0.38	0.02
Amusement, Gambling & Recreation	2,053	18.62	\$18,289	1.20	0.05

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REM I 6.0, MERIC-M ODED.

Top Paying Industries

The highest paying industries in the Northwest WIA include: *pipeline transportation, beverage/tobacco manufacturing, federal civilian government, and utilities.*

In addition, the chemical, motor vehicle, petroleum/coal, and management of companies industries also pay higher wages of \$40,000 and above.

NORTHWEST WIA - TOP PAYING INDUSTRIES

INDUSTRY - NAICS	JOB	PCT CHG	AVERAGE	US COMPETITIVENESS	
	2002.00	2002-2012	WAGE	LQ	CHANGE
Pipeline Transportation	9	(14.81)	\$59,148	0.20	0.01
Beverage & Tobacco Mfg	72	(26.77)	\$58,722	0.31	(0.03)
Federal Civilian Government	1,745	2.97	\$54,100	0.59	0.04
Transportation Equip Mfg	165	(12.35)	\$50,470	0.22	0.02
Utilities	1,041	(5.85)	\$45,192	1.51	0.21
Chemical Mfg	1,036	(9.04)	\$44,898	1.01	0.11
Motor Vehicle Mfg	1,813	(9.03)	\$41,484	1.45	0.15
Petroleum & Coal Mfg	25	(18.26)	\$40,496	0.19	0.01
Management of Companies	586	(4.42)	\$40,041	0.31	0.01
Rail Transportation	578	(15.17)	\$36,726	2.70	0.21

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

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Top Openings by Occupation

Occupations with the largest number of annual openings (new jobs + replacements) include:

- Retail sales workers, cashiers, food preparation and serving workers, and waiters and waitresses.

Although these occupations have over 100 openings each year, they pay very low wages, less than \$15,000 per year, and require minimal education and experience.

The exceptions are registered nurses and elementary school teachers, which have around 60 annual openings yet pay above average wages of \$23,000 per year and require at a minimum an Associates Degree.

NORTHWEST WIA - TOP OPENINGS BY OCCUPATION

OCCUPATION - SOC	PERCENT CHANGE	ANNUAL OPENINGS	ENTRY WAGE	AVERAGE WAGE	REQUIRED EDUCATION AND EXPERIENCE
Combined Food Preparation & Serving Workers	22.27	168	\$12,864	\$13,324	Short-term on-the-job training
Cashiers	6.49	163	\$12,734	\$14,683	Short-term on-the-job training
Retail Salespersons	12.93	143	\$12,620	\$17,333	Short-term on-the-job training
Waiters & Waitresses	14.93	112	\$12,899	\$13,302	Short-term on-the-job training
Office Clerks, General	8.88	70	\$14,676	\$19,759	Short-term on-the-job training
Registered Nurses	17.34	62	\$23,334	\$41,115	Associate degree
Laborers & Freight, Stock, & Material Movers, Hand	3.50	60	\$13,979	\$19,587	Short-term on-the-job training
Elementary School Teachers, exc. Special Education	10.33	59	\$23,028	\$32,007	Bachelor's degree
Meat, Poultry, & Fish Cutters & Trimmers	ND	ND	ND	ND	Short-term on-the-job training
Nursing Aides, Orderlies, & Attendants	12.79	57	\$13,286	\$16,840	Short-term on-the-job training

SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOL.

- Based on this information, the highest demand jobs over the next ten years will require minimal skills or on-the-job training, thus not placing major strains on the local educational system.
- However, the need for about 60 RNs each year over the next decade will require local educational institutions to expand or develop nursing programs to fill this need; or the Northwest WIA will have to recruit nurses from outside the region.

Fastest Growing Occupations

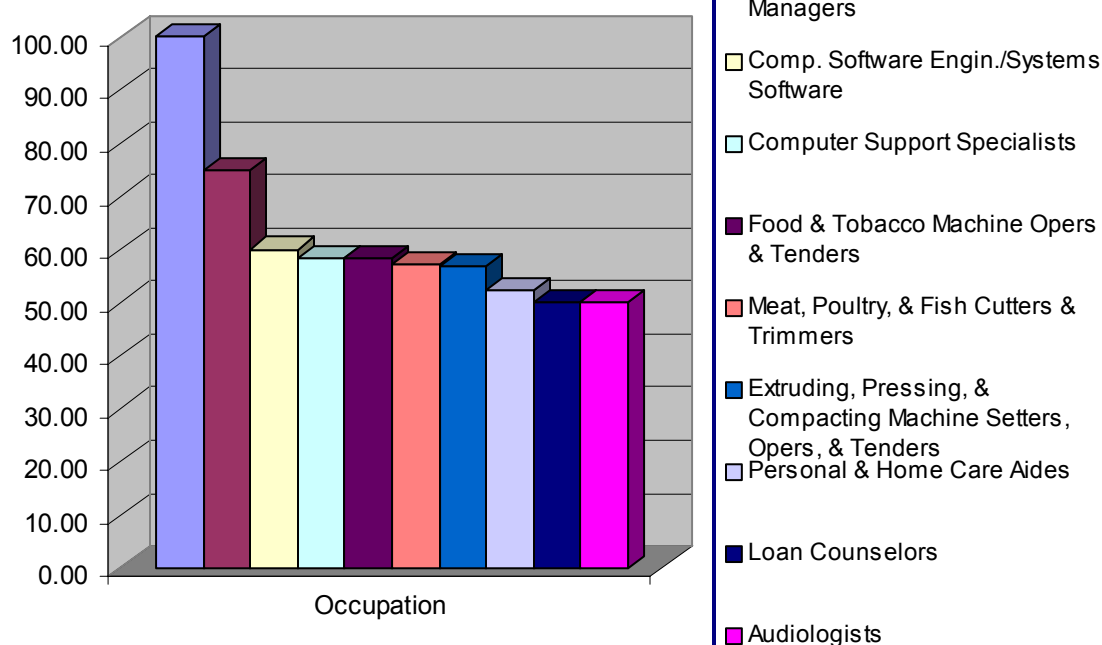
The fastest growing occupations in the Northwest WIA are related to dredge operators, farming, technology, and food machine operating careers. Although the employment base and number of openings are small, these occupations generally require little training.

NORTHWEST WIA - TOP GROWING OCCUPATIONS

OCCUPATION - SOC	PERCENT CHANGE	ANNUAL OPENINGS	ENTRY WAGE	AVERAGE WAGE	REQUIRED EDUCATION AND EXPERIENCE
Dredge Operators	100.00	ND	ND	ND	Short-term on-the-job training
Farm, Ranch, & Other Agricultural Managers	75.00	ND	ND	ND	Work experience plus bachelor's
Computer Software Engineers, Systems Software	60.00	ND	ND	ND	Bachelor's degree
Computer Support Specialists	58.45	19	\$21,542	\$34,383	Associate degree
Food & Tobacco Roasting, Baking, & Drying Machine Operators	58.33	ND	ND	ND	Short-term on-the-job training
Meat, Poultry, & Fish Cutters & Trimmers	57.28	ND	ND	ND	Short-term on-the-job training
Extruding, Forming, Pressing, & Compacting Machine Setter	56.95	ND	ND	ND	Moderate-term on-the-job training
Personal & Home Care Aides	52.14	35	\$13,367	\$15,990	Short-term on-the-job training
Loan Counselors	50.00	ND	ND	ND	Bachelor's degree
Audiologists	50.00	ND	ND	ND	Master's degree

SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOL

Percent Change of Top Growing Occupations



Top Employing Industries in the Northwest Region

The healthcare and social services industry is one of the top employers in the Northwest region. Within the healthcare and social services industry, 32.72% of all statewide employment is focused in the home health aide, licensed practical/licensed vocational nurses, registered nurses, and nursing aides/orderlies/attendants occupations.

Skills Needed for Top Employing Industries and Related Occupations

For the top employing occupations in the Northwest region, the top skills needed for success include:

- Social perceptiveness, service orientation, active listening, time management, instructing, reading comprehension, writing, and judgment/decision making.

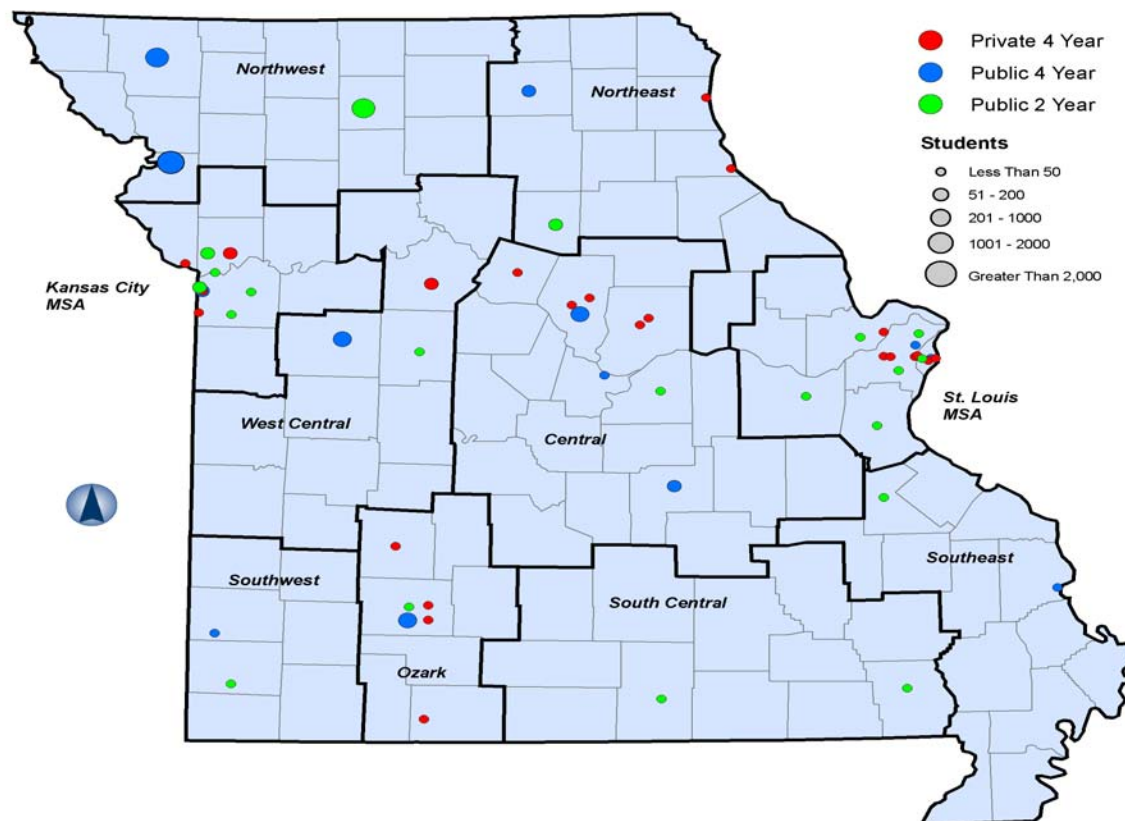
Occupational Title	% BA/BS or higher	#1 skill	#2 skill	#3 skill
Nursing Aides, Orderlies, & Attendants	5.92%	social perceptiveness	time management	instructing
Registered Nurses	58.09%	reading comprehension	active listening	social perceptiveness
Licensed Practical & Licensed Voc. Nurses	5.13%	active listening	writing	judgment/decision making
Personal & Home Care Aides	8.22%	social perceptiveness	active listening	coordination
Office Clerks, General	16.71%	active listening	reading comprehension	writing
Home Health Aides	5.92%	service orientation	social perceptiveness	active listening
Maids & Housekeeping Cleaners	4.61%	active listening	equipment selection	service orientation
Preschool Teachers, Except Special Ed.	47.24%	learning strategies	social perceptiveness	speaking
Cooks, Institution, & Cafeteria	5.27%	mathematics	coordination	service orientation
Medical Secretaries	15.68%	active listening	reading comprehension	speaking

Education Needed for Top Employing Industries and Occupations

Within the top employing healthcare industry occupations, registered nurses had the largest percentage of workers that had attained a bachelor's degree or higher (58.09%). The lowest percentage of healthcare industry workers attaining a bachelor's degree or higher was in the maids and housekeeping cleaners occupations (4.61%).

The number of students from the Northwest region that go on to attend college describes whether or not local high school graduates go inside or outside the region to meet their post-secondary educational needs.

Where High School Students from the Region go to College



Post-Secondary Institutions with 20 or More Undergraduates from the Northwest Region (1999-2003)

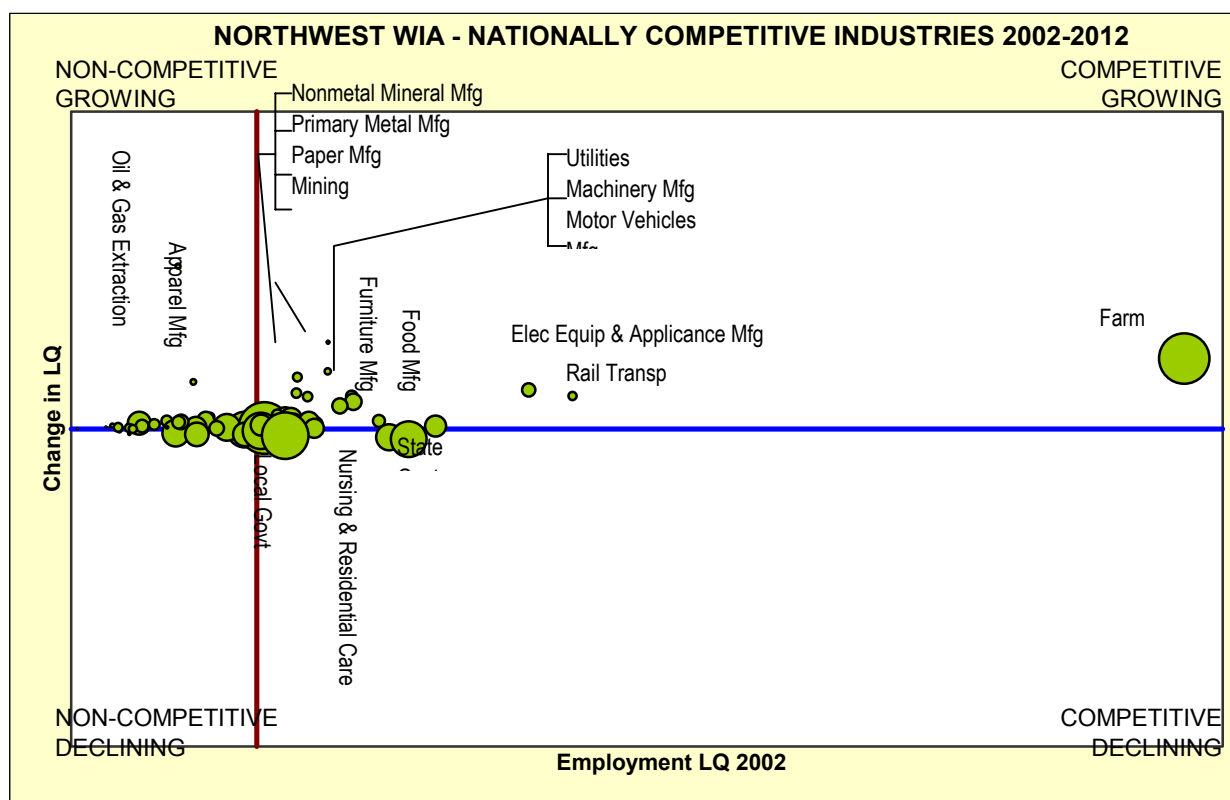
0-50 students	50-100 students	100-250 students	500-1000 students	1000-2000 students	2000-4000 students
SW Baptist Univ.	Moberly Area	SMSU	UM-Columbia	Northwest	Missouri Western
Central Meth. Univ.	Maple Woods	Central MO State		North Central CC	
MO Southern State	William Jewell	Truman			
Linn State Tech.	UMR	UMKC			
	MO Valley Coll.				
	Penn Valley CC				

*The Clinton and Lafayette County student numbers are reflected in the Kansas City MSA presentation of colleges instead of in the Northwest and West Central areas respectively.

Source: Statistical Summary of Higher Education

Industries Competing On a National Level

The Northwest WIA has 55 nationally competitive industries, of which 23 are growing and 32 are declining. Competitiveness means that the Northwest WIA has a competitive advantage in these industries relative to the rest of the United States, indicating that the WIA is highly specialized in these sectors in terms of value-added.



The top competitive and growing industries include:

- ***Farming, rail transportation, electrical equipment & appliance manufacturing, food manufacturing, furniture manufacturing, primary metal, paper, and nonmetal mineral manufacturing, and mining.***

It is expected that these industries will continue to be the competitive drivers of the Northwest WIA economy.

The top competitive but declining industries include:

- State government, nursing/residential care, and local government
These industries are in danger of losing their competitive advantage, to the detriment of the Northwest WIA.

Employment in Life Sciences (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Andrew	N/D	N/D	N/D
Atchison	120	4	\$25,819.12
Buchanan	4049	30	\$48,337.42
Caldwell	9	4	\$8,333.10
Clinton	326	5	\$26,345.96
Daviess	N/D	N/D	N/D
Dekalb	19	5	\$45,523.03
Gentry	127	4	\$26,610.56
Grundy	N/D	N/D	N/D
Harrison	N/D	N/D	N/D
Holt	N/D	N/D	N/D
Linn	160	5	\$26,533.51
Livingston	304	4	\$27,877.40
Mercer	N/D	N/D	N/D
Nodaway	347	10	\$29,039.58
Putnam	N/D	N/D	N/D
Sullivan	N/D	N/D	N/D
Worth	N/D	N/D	N/D
Northwest WIA	5736	85	\$42,287.96

How are Life Science Industries defined?

Life Science Industries are those industries that use life-saving and life-enhancing technologies to improve the quality of life for people. These companies employed 5.57% of the state's total workforce in 2003. The concentration of Life Science Industries in the Northwest region during the same time period was 3.94% of the state's total Life Science employment.

* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions. Source: MERIC, Bureau of Labor Statistics

What are Advanced Manufacturing Industries?

High-Technology Industries that fall within the manufacturing sector are considered Advanced Manufacturing. During 2003, Advanced Manufacturing industries employed 4.13% (108,089) of the state's total workforce. The concentration of Advanced Manufacturing employment in the Northwest region during the same time period was 2.96% of the state's total Advanced Manufacturing employment.

Employment in Advanced Manufacturing (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Andrew	N/D	N/D	N/D
Buchanan	1804	21	\$45,386.08
Clinton	N/D	N/D	N/D
Daviess	N/D	N/D	N/D
Dekalb	N/D	N/D	N/D
Gentry	N/D	N/D	N/D
Grundy	N/D	N/D	N/D
Harrison	N/D	N/D	N/D
Holt	N/D	N/D	N/D
Linn	N/D	N/D	N/D
Nodaway	N/D	N/D	N/D
Putnam	N/D	N/D	N/D
Sullivan	N/D	N/D	N/D
Northwest WIA	3199	42	\$39,289.15

* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions. Source: MERIC, Bureau of Labor Statistics

Regional Critical & In-Danger Occupations

Department of
Economic Development

Competitive and Growing Occupations

The occupations in a region that are competitive on a national scale and are in industries that show strong growth in terms of new job openings are important in terms of the fact that such industries are and will continue to be the competitive drivers of the Northwest WIA economy. The staffing patterns within each of these critical industries can show which occupations are critical in terms of continuing the region's high specialization in these sectors.

Northwest Critical Occupations (Competitive-Growing)			
SIC	Industry	SOC	Occupations
1	Farming	45-2092	Farmers
10	Mining	47-5041	Continuous Mining Machine Operators
10	Mining	47-5021	Earth Drillers, Except Oil and Gas
75-76	Repair & Maintenance	49-3023	Automotive Service Technicians and Mechanics
26	Paper Mfg	51-9199	Production Workers, All Other
45	Agriculture	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
42	Truck Transportation	53-3032	Truck Drivers, Heavy and Tractor-Trailer
52-59	Retail Trade	41-2031	Retail Salespersons
52-59	Retail Trade	41-2011	Cashiers
52-59	Retail Trade	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food

* no staffing data exists for self-employed farmers

Source: MERIC, U.S. Bureau of Labor Statistics

Non-Competitive and Declining Occupations

Northwest In-Danger Occupations (Non-Competitive-Declining)			
SIC	Industry	SOC	Occupations
27	Publishing	51-5011	Bindery Workers
73	Internet & Data Processing Services	15-1021	Computer Programmers
73	Internet & Data Processing Services	15-1041	Computer Support Specialists
17	Construction	47-2111	Electricians
80	Hospitals	31-1012	Nursing Aides, Orderlies, and Attendants
20	Beverage & Tobacco Mfg	51-9111	Packaging and Filling Machine Operators and Tenders
17	Construction	47-2152	Plumbers, Pipefitters, and Steamfitters
27	Publishing	51-5023	Printing Machine Operators
80	Hospitals	29-1111	Registered Nurses
22	Textile Products Mfg	51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders

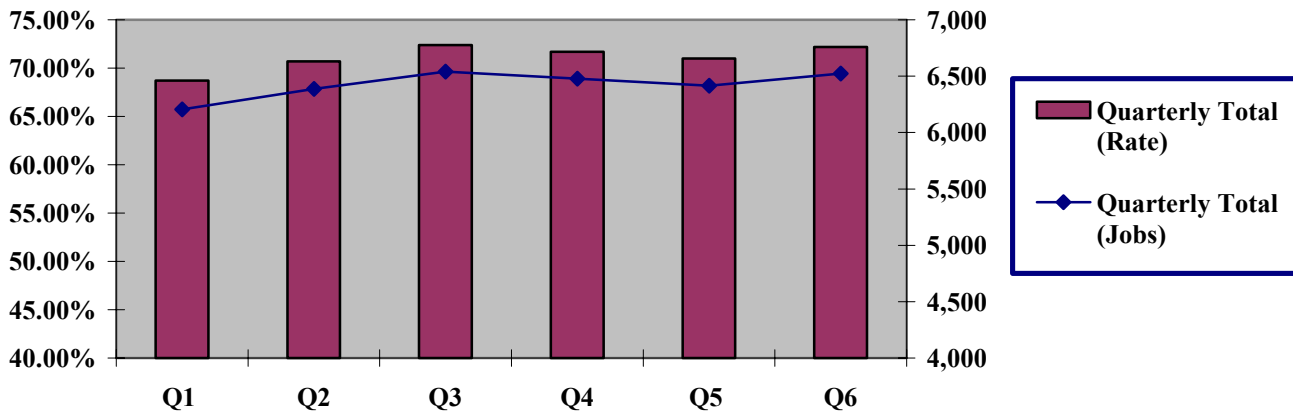
Source: MERIC, U.S. Bureau of Labor Statistics

Likewise the occupations in a regions that are not competitive on a national scale or within industries that show declining growth in terms of new job openings are important for both currently employed workers in those occupations and for job seekers deciding which career paths to move toward.

Percentage of Laid-off Workers That Find Jobs

The number of workers that find jobs after being laid off is measured up to six quarters after the initial layoff occurs.

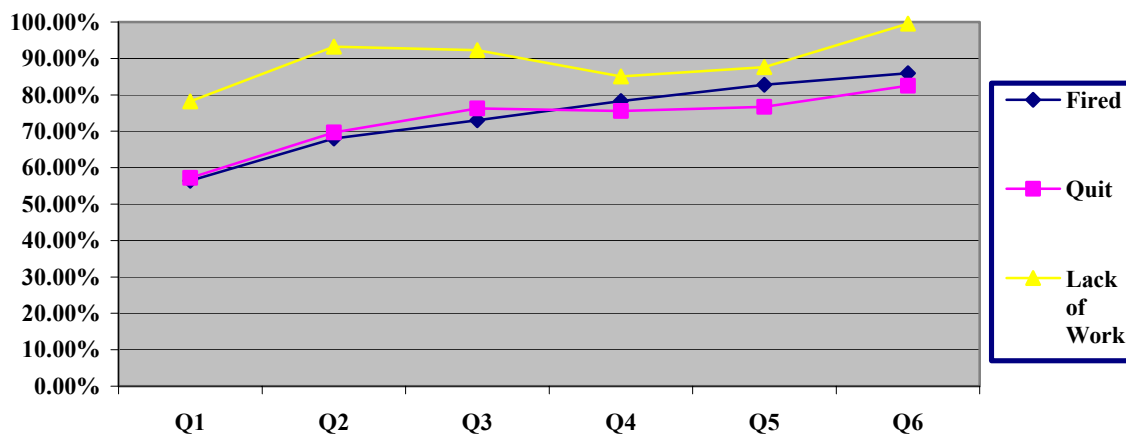
Northwest Region: Re-employment of Laid-off Workers (2002)



Worker Salaries Before and After Layoffs Occur

Northwest workers laid off due to lack of work seem to increasingly gain 100% of their pre-layoff wage over a time period of six quarters. Northwest workers laid off due to being fired or quitting however seem to earn at least 90% of their pre-layoff earnings after over a year's time.

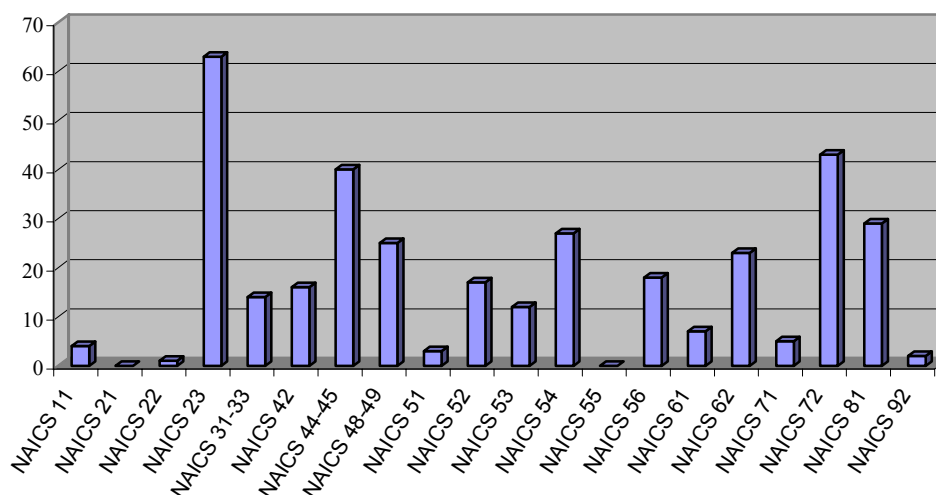
Post-Layoff Wage as a Percentage of Pre-Layoff Wage (2002)



The Impact of New Businesses Formations for a Region

The number of new businesses that formed in the Northwest region in 2003 was headed by businesses in the retail trade, construction, accommodation/food services, and other services sectors. Construction businesses saw the largest increase with over 64 new businesses forming in the region in 2003.

New Business Formations in Northwest Region by Industry



NAICS 11	Agr., Forest., Fishing & Hunting Support Activ
NAICS 21	Mining, Except Oil and Gas
NAICS 22	Utilities
NAICS 23	Construction
NAICS 31-33	Manufacturing
NAICS 42	Wholesale Trade
NAICS 44-45	Retail Trade
NAICS 48-49	Transportation & Warehousing
NAICS 51	Information
NAICS 52	Finance & Insurance
NAICS 53	Real Estate, Rental, & Leasing
NAICS 54	Professional, Scientific, & Technical Services
NAICS 55	Management of Companies & Enterprises
NAICS 56	Administrative, Support, & Waste Services
NAICS 61	Educational Services
NAICS 62	Health Care & Social Assistance
NAICS 71	Arts, Entertainment, & Recreation
NAICS 72	Accommodation & Food Services
NAICS 81	Other Services
NAICS 92	Public Administration

Source: MERIC, U.S. Bureau of Labor Statistics

Businesses With Slower Formation Growth

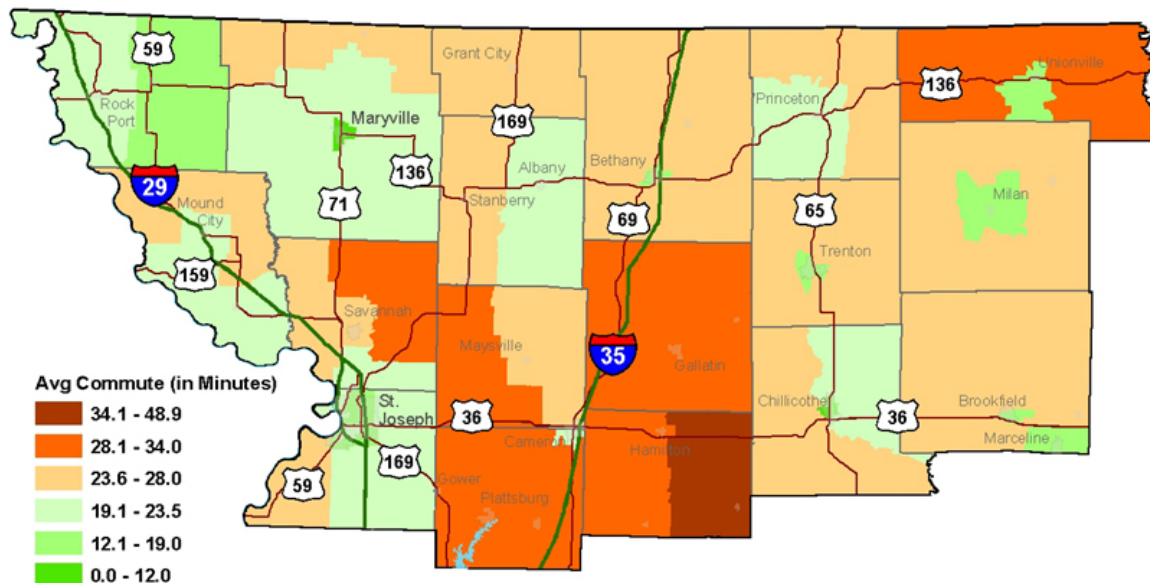
New business formation in the mining, utilities, management of companies, and public administration sectors was considerably low in the Northwest region in 2003.

Driving to Work in the Region

The time that it takes a worker to commute to their occupation reflects the availability of jobs located within a region.

This mapping data is based on block-group level estimates from the census long form, which an average of 1 out of 6 households received. The maps should be used to reveal demographic patterns, not pinpoint exact block group values.

Source: MERIC, U.S. Census Bureau



The Time That it Takes Workers To Commute Within the Region

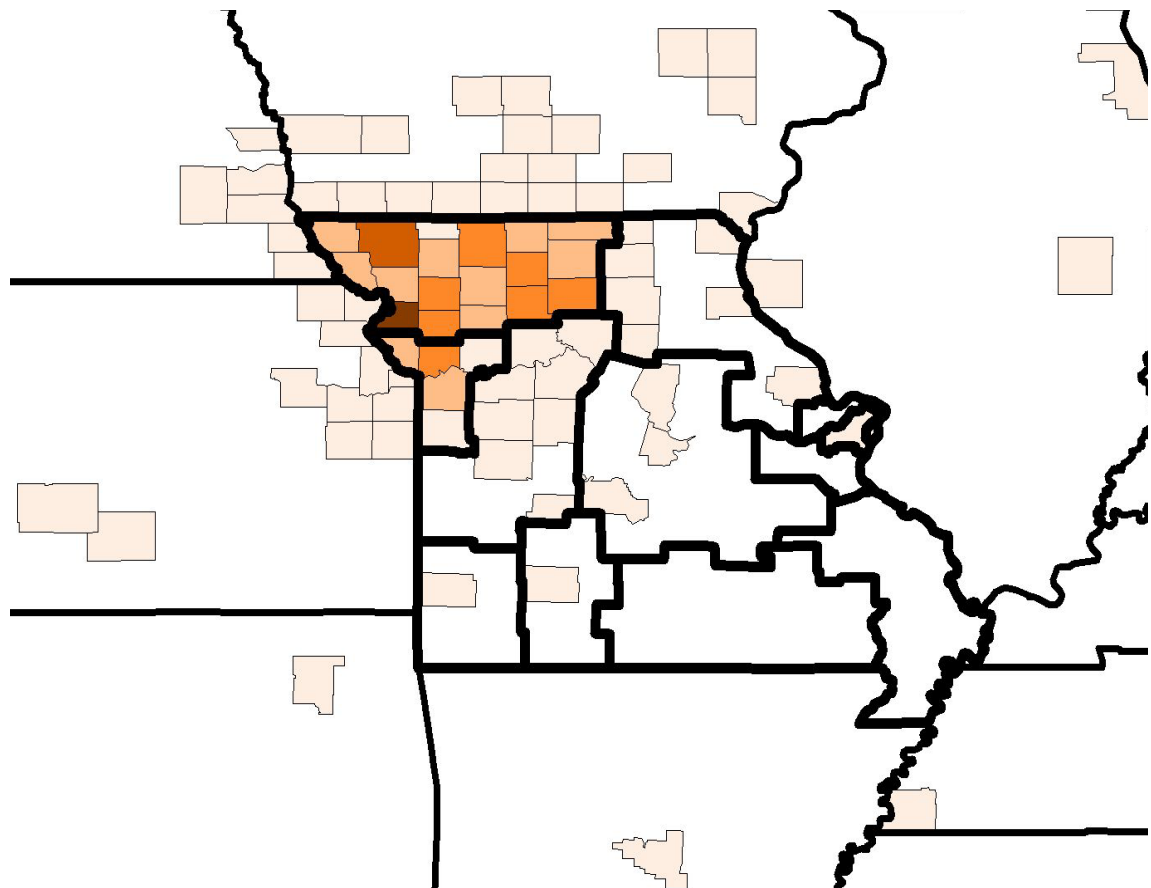
- A significant number of workers in Caldwell County have an average commute to work over 34 minutes. Other counties that have high numbers of workers that commute between 28 and 34 minutes to work are: Clinton, Daviess, Andrew, DeKalb, and Putman counties.
- Based on the commuting patterns of workers in Caldwell County, workers are most likely driving outside the county and possibly the Northwest WIA for work.

Source: MERIC, using U.S. Census Data

Workers Commuting In and Out of the Region

- Many workers commute outside of the Northwest WIA to work. In particular, job opportunities in Clay and Jackson counties are drawing workers outside of the Northwest region.

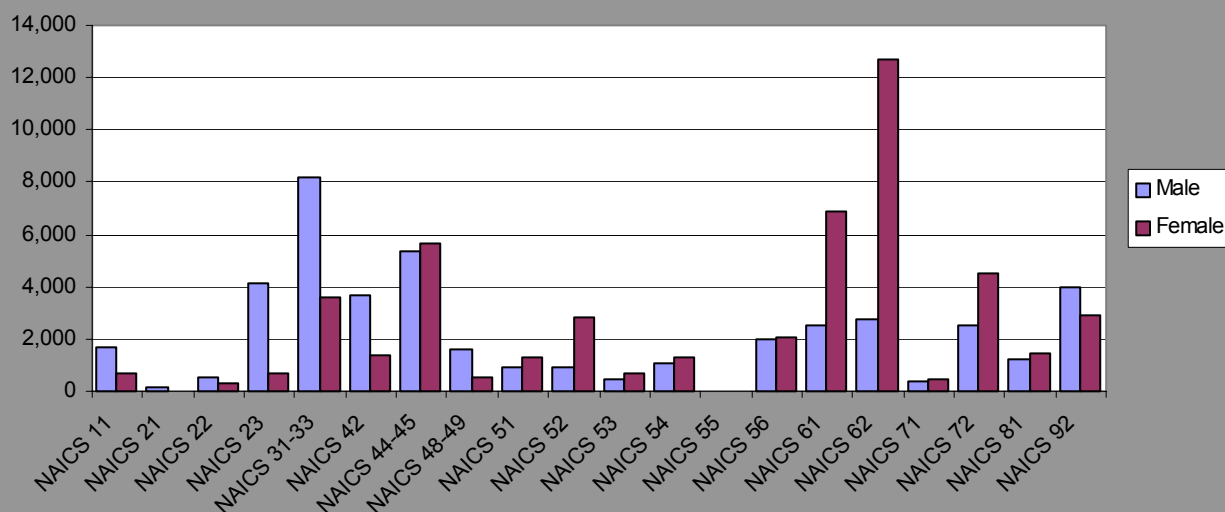
Source: MERIC, using U.S. Census Data



Composition of the Workforce

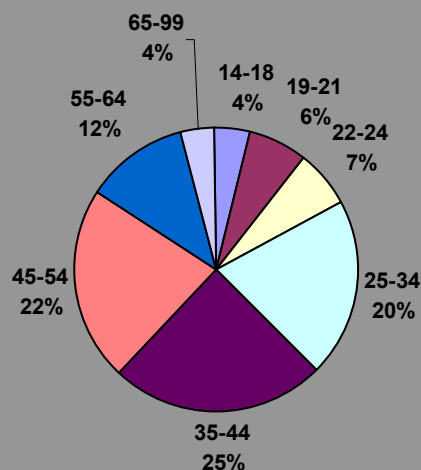
The Northwest region's workforce can be broken down in terms of age and gender composition by industry. The Northwest region's construction, manufacturing, and wholesale trade sectors are predominantly staffed by male workers. The healthcare, educational services, and accommodation/food services sectors have mostly female workers.

Makeup of the Northwest Workforce by Major Industry and Gender



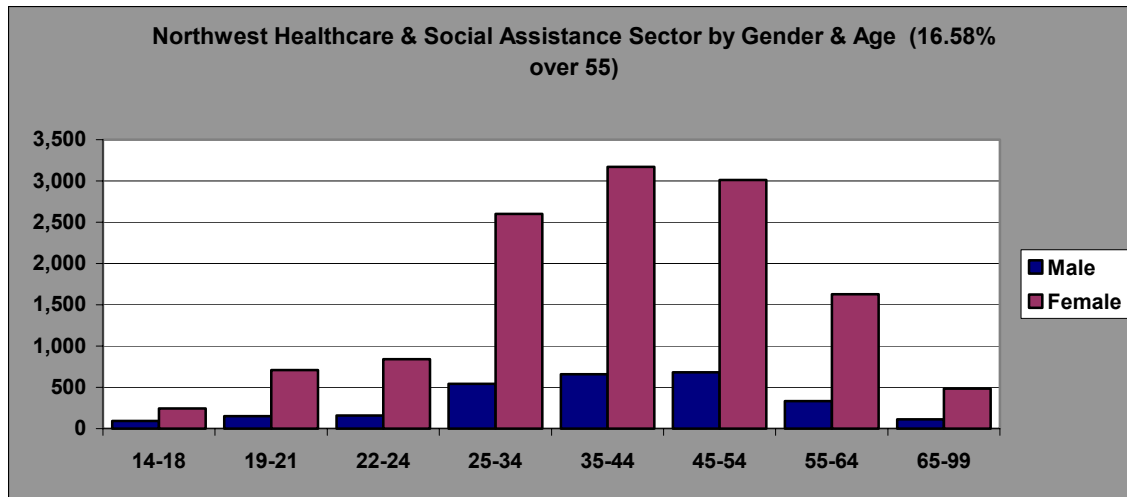
NAICS 11 Agriculture, Forestry, Fishing and Hunting
 NAICS 21 Mining
 NAICS 22 Utilities
 NAICS 23 Construction
 NAICS 31-33 Manufacturing
 NAICS 42 Wholesale Trade
 NAICS 44-45 Retail Trade
 NAICS 48-49 Transportation and Warehousing
 NAICS 51 Information
 NAICS 52 Finance and Insurance
 NAICS 53 Real Estate and Rental and Leasing
 NAICS 54 Professional, Scientific, and Technical Services
 NAICS 55 Management of Companies and Enterprises
 NAICS 56 Administrative and Support and Waste
 NAICS 61 Educational Services
 NAICS 62 Health Care and Social Assistance
 NAICS 71 Arts, Entertainment, and Recreation
 NAICS 72 Accommodation and Food Services
 NAICS 81 Other Services (except Public Administration)
 NAICS 92 Public Administration

Workers by Age Group

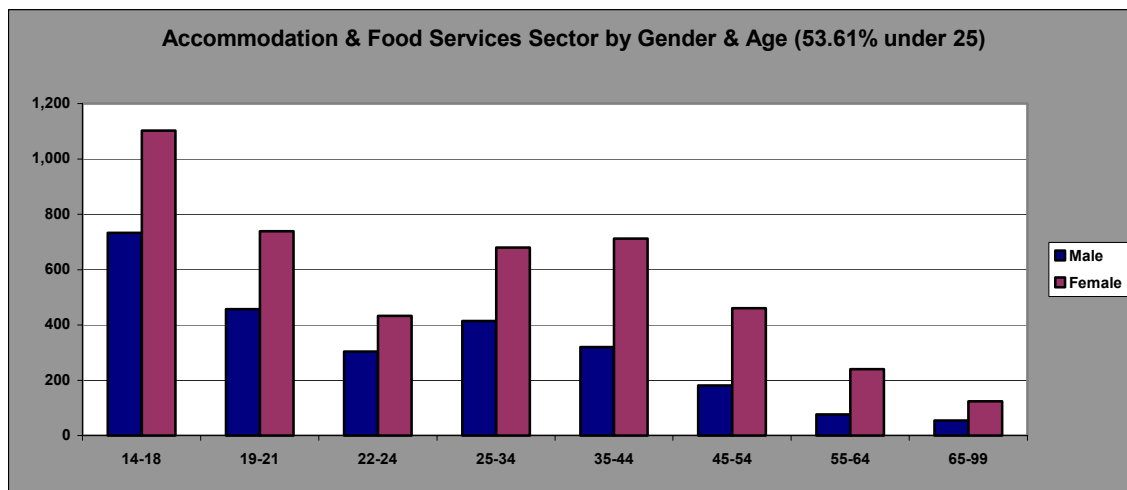


Age composition by industry can determine whether or not local colleges and technical schools are providing enough training for young workers who will be filling in the gaps left by those retiring.

Industry with a Significantly Aging Workforce



Industry with a Significantly Young Workforce



Source: LED, U.S. Census Bureau

What do These Results Mean?

The Healthcare and Social Assistance sector has almost 17% of its workforce over the age of 55. This means that in ten years this sector will likely have shortages of qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector.

Acknowledgements

Reporting by Mary E. Bruton, Planner.
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Additional economic information resources can be accessed on the Internet at
www.missourieconomy.org.



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